

STATE OF MAINE
WORKERS' COMPENSATION BOARD
OFFICE OF MONITORING, AUDIT & ENFORCEMENT

v.

CAMBRIDGE INTEGRATED SERVICES GROUP, INC.

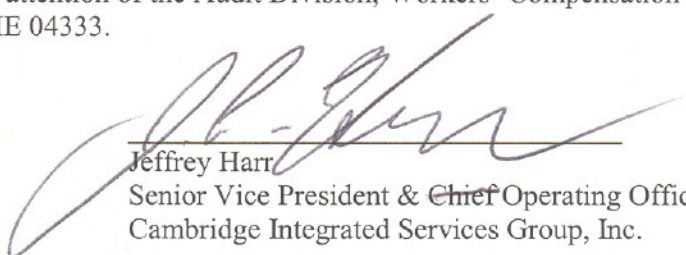
CONSENT DECREE

NOW COME the parties and agree as follows:

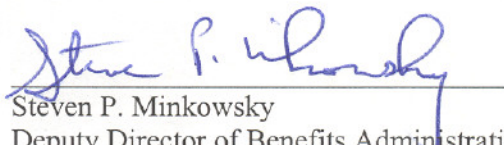
1. That Mae Shaw alleged a February 7, 2003 work-related injury while employed at The Woodlands, Inc.
2. That Mae Shaw gave notice of incapacity from work for her alleged injury on February 8, 2003.
3. That Mae Shaw was compensated and received subsequent compensation for her alleged period of incapacity.
4. That the final payment to Mae Shaw, dated May 10, 2005, was made seven hundred forty-three (743) days after the previous indemnity payment, dated April 28, 2003.
5. That pursuant to 39-A M.R.S.A. §205(3) a penalty of \$1,500.00 is warranted.
6. That nothing in this agreement shall be construed as a waiver of Mae Shaw's right to seek any weekly compensation benefits that she is or may be entitled to.

WHEREFORE, pursuant to 39-A M.R.S.A. §205(3), Cambridge Integrated Services Group, Inc. shall be assessed a penalty of \$1,500.00 payable to Mae Shaw. This penalty check shall stipulate that, "This penalty payment is made pursuant to a Maine Workers' Compensation Board Audit". A copy of the penalty payment shall be sent to the attention of the Audit Division, Workers' Compensation Board, 27 State House Station, Augusta ME 04333.

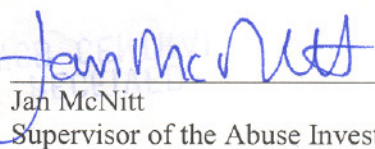
Dated: 7-20-05


Jeffrey Harrington
Senior Vice President & Chief Operating Officer
Cambridge Integrated Services Group, Inc.

Dated: August 17, 2005


Steven P. Minkowsky
Deputy Director of Benefits Administration
Workers' Compensation Board

Dated: August 29, 2005


Jan McNitt
Supervisor of the Abuse Investigation Unit
Workers' Compensation Board

STATE OF MAINE
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OFFICE OF MONITORING, AUDIT & ENFORCEMENT

v.

CAMBRIDGE INTEGRATED SERVICES GROUP, INC.

CONSENT DECREE

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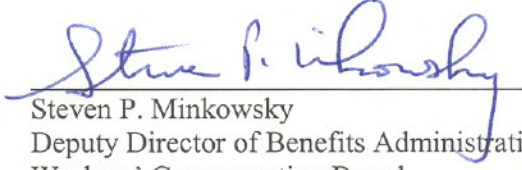
1. That Cambridge Integrated Services Group, Inc. has engaged in a pattern of questionable claims-handling techniques in violation of Section 359(2) for the following reasons (including, but not limited to):
 - Failure to file or timely file required forms with the Maine Workers' Compensation Board.
 - Failure to pay claims timely.
 - Failure to calculate benefits accurately.
 - Failure to discontinue benefits properly.
2. That no formal hearing is required because of this Consent Decree.

WHEREFORE, pursuant to 39-A M.R.S.A. §359(2), a civil forfeiture of \$10,000.00 shall be payable to Treasurer, State of Maine. The penalty payment shall be sent to the to the attention of Mr. Steven Minkowsky, Deputy Director of Benefits Administration, Workers' Compensation Board, 27 State House Station, Augusta, Maine 04333-0027.

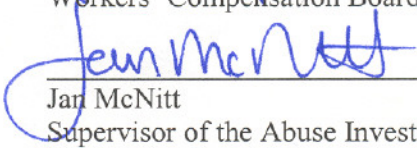
Dated: 7-20-05


Jeffrey Harr
Senior Vice President & Chief Operating Officer
Cambridge Integrated Services Group, Inc.

Dated: August 17, 2005


Steven P. Minkowsky
Deputy Director of Benefits Administration
Workers' Compensation Board

Dated: August 29, 2005


Jan McNitt
Supervisor of the Abuse Investigation Unit
Workers' Compensation Board

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**STATE OF MAINE
WORKERS' COMPENSATION BOARD
OFFICE OF MONITORING, AUDIT & ENFORCEMENT**

v.

CAMBRIDGE INTEGRATED SERVICES GROUP, INC.

CONSENT DECREE

NOW COME the parties and agree as follows:

1. That the following forms were requested from Cambridge Integrated Services Group, Inc. for purposes of an audit pursuant to 39-A M.R.S.A. §153(9):

Employee	Date of Injury	Forms Not Filed
Katherine Abbadessa	January 26, 2003	WCB-2, Wage Statement
Clyde Andrews	May 21, 2003	WCB-8, (21-Day) Certificate of Discontinuance or Reduction of Compensation
Robert Hale	March 10, 2003	WCB-1, Employer's First Report of Occupational Injury or Disease
Christie Ladd	January 21, 2003	WCB-2, Wage Statement WCB-2A, Schedule of Dependent(s) and Filing Status Statement
Robert Marquis	July 30, 2003	WCB-2A, Schedule of Dependent(s) and Filing Status Statement
Brenda McCully	November 14, 2003	WCB-1, Employer's First Report of Occupational Injury or Disease

2. That the forms listed above were not filed.
3. That the failure to file the foregoing forms represents seven (7) separate violations of 39-A M.R.S.A. §360(1)(A).
4. That nothing in this agreement shall be construed as a waiver of the Workers' Compensation Board's right to seek additional penalties pursuant to 39-A M.R.S.A. §359(2) or 39-A M.R.S.A. §360(2) or both sections.

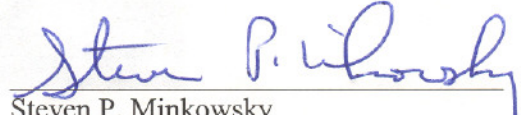
WHEREFORE, pursuant to 39-A M.R.S.A. §360(1)(A), a civil forfeiture of \$100.00 shall be assessed for each of the foregoing seven (7) violations for a total penalty of \$700.00, payable to Treasurer, State of Maine. The penalty payment shall be sent to the attention of Mr. Steven Minkowsky, Deputy Director of Benefits Administration, Workers' Compensation Board, 27 State

House Station, Augusta, Maine 04333-0027. Outstanding forms shall be sent to the attention of the Audit Division, Workers' Compensation Board, 27 State House Station, Augusta ME 04333.

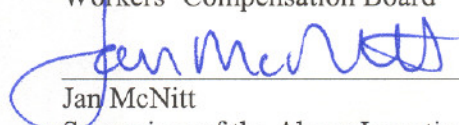
Dated: 7-20-05


Jeffrey Harr
Senior Vice President & Chief Operating Officer
Cambridge Integrated Services Group, Inc.

Dated: August 17, 2005


Steven P. Minkowsky
Deputy Director of Benefits Administration
Workers' Compensation Board

Dated: August 29, 2005


Jan McNitt
Supervisor of the Abuse Investigation Unit
Workers' Compensation Board

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**v.
CAMBRIDGE INTEGRATED SERVICES GROUP, INC.**

CONSENT DECREE

NOW COME the parties and agree as follows:

1. That the Audit Division identified the following forms as being filed late Cambridge Integrated Services Group, Inc. for purposes of an audit pursuant to 39-A M.R.S.A. §153(9):

Employee	Date of Injury	Forms Filed Late
Katherine Abbadessa	January 26, 2003	WCB-2A, Schedule of Dependent(s) and Filing Status Statement WCB-9, Notice of Controversy WCB-11, Statement of Compensation Paid
Clyde Andrews	May 21, 2003	WCB-2, Wage Statement WCB-2A, Schedule of Dependent(s) and Filing Status Statement WCB-3, Memorandum of Payment WCB-11, Statement of Compensation Paid
Robert Bland	April 17, 2003	WCB-2A, Schedule of Dependent(s) and Filing Status Statement WCB-3, Memorandum of Payment (2 forms) WCB-11, Statement of Compensation Paid
Christie Ladd	January 21, 2003	WCB-1, Employer's First Report of Occupational Injury or Disease
Blasé Maiorino	January 3, 2003	WCB-2, Wage Statement WCB-2A, Schedule of Dependent(s) and Filing Status Statement WCB-11, Statement of Compensation Paid
Robert Marquis	July 30, 2003	WCB-1, Employer's First Report of Occupational Injury or Disease WCB-2, Wage Statement WCB-3, Memorandum of Payment
Sonya Morphy	June 19, 2003	WCB-2, Wage Statement WCB-2A, Schedule of Dependent(s) and Filing Status Statement WCB-3, Memorandum of Payment WCB-11, Statement of Compensation Paid

Sharon Newbert	October 27, 2003	WCB-1, Employer's First Report of Occupational Injury or Disease WCB-2, Wage Statement WCB-2A, Schedule of Dependent(s) and Filing Status Statement WCB-3, Memorandum of Payment WCB-11, Statement of Compensation Paid
Donald Ruby	July 2, 2003	WCB-2, Wage Statement WCB-2A, Schedule of Dependent(s) and Filing Status Statement
Mae Shaw	February 7, 2003	WCB-1, Employer's First Report of Occupational Injury or Disease WCB-2A, Schedule of Dependent(s) and Filing Status Statement WCB-3, Memorandum of Payment WCB-11, Statement of Compensation Paid
Eleica Taylor	February 27, 2003	WCB-1, Employer's First Report of Occupational Injury or Disease WCB-2, Wage Statement WCB-2A, Schedule of Dependent(s) and Filing Status Statement WCB-3, Memorandum of Payment WCB-11, Statement of Compensation Paid
Blaine Webster	December 15, 2003	WCB-1, Employer's First Report of Occupational Injury or Disease WCB-2, Wage Statement WCB-2A, Schedule of Dependent(s) and Filing Status Statement WCB-3, Memorandum of Payment WCB-11, Statement of Compensation Paid

2. That the forms listed above were filed late.
3. That the failure to file the foregoing forms represents forty-three (43) separate violations of 39-A M.R.S.A. §360(1)(B).
4. That nothing in this agreement shall be construed as a waiver of the Workers' Compensation Board's right to seek additional penalties pursuant to 39-A M.R.S.A. §359(2) or 39-A M.R.S.A. §360(2) or both sections.

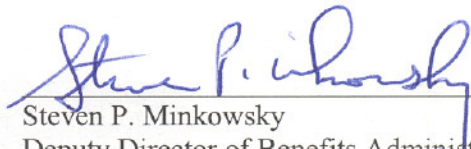
WHEREFORE, pursuant to 39-A M.R.S.A. §360(1)(B), a civil forfeiture of \$100.00 shall be assessed for each of the foregoing forty-three (43) violations for a total penalty of \$4,300.00, payable to Treasurer, State of Maine. The penalty payment shall be sent to the to the attention of Mr. Steven Minkowsky, Deputy Director of Benefits Administration, Workers' Compensation Board, 27 State House Station, Augusta, Maine 04333-0027.

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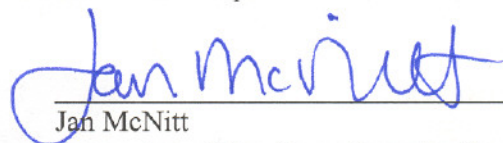
Dated: 7-20-05


Jeffrey Harr
Senior Vice President & Chief Operating Officer
Cambridge Integrated Services Group, Inc.

Dated: August 17, 2005


Steven P. Minkowsky
Deputy Director of Benefits Administration
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Dated: August 29, 2005


Jan McNitt
Supervisor of the Abuse Investigation Unit
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